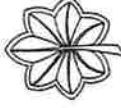
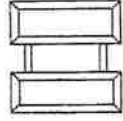


SM EXHIBIT DA



PERFORMANCE EVALUATION
CAPTAIN THROUGH DEPUTY CHIEF
PD 439-1517 (Rev. 01-06)



THIS FORM MUST BE TYPED

1. SURNAME	FIRST	M.I.	RANK	COMMAND/ASSIGNMENT
Mauriello	Steven	M.	Deputy Insp.	TBBXQ / X.O.
LAST 4 DIGITS OF SOC. SEC. NO.		EMPLOYEE TAX NUMBER		DATE ASSIGNED TO COMMAND
[REDACTED]		[REDACTED]		07/03/10

PRESENT ASSIGNMENT (Brief Description of Duties)

Deputy Insp. Mauriello is the Executive Officer of Transit Borough Bronx/Queens. He coordinates and oversees numerous programs and operations.

2. REASON FOR SUBMITTING:

(X) ANNUAL () INTERIM () PROBATION () TRANSFER () OTHER	SPECIFY
	to:
Date Prepared: 07/25/13	Covers Rating Period From 07/01/12 to: 06/30/13

3. OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.

WELL ABOVE STANDARDS	5	ABOVE STANDARDS	4	MEETS STANDARDS	3	BELOW STANDARDS	2	WELL BELOW STANDARDS	1
LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR. 3 MO. 2									

4. RATER'S COMMENTS : Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance expectations and performance factors listed in this report.

Deputy Insp. Steven Mauriello is an experienced executive who performs his duties in a professional manner. He shares his experiences and mentors district and task force commanding officers. He helps the commanding officers create programs to monitor chronic sick, arrest processing, overtime and school crimes. Deputy Insp. Mauriello coordinates deployment and development operations and strategies to reduce crime. Deputy Insp. Mauriello is an asset to TBBXQ and can always be counted on to perform his duties as the Borough Executive Officer in an extremely competent manner.

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO issues were discussed.

Rater's Initials: [Signature]

5. EDUCATION:	Check Highest level Achieved	<input type="checkbox"/> HIGH SCHOOL	<input type="checkbox"/> SOME COLLEGE (No. of Credits)
	<input type="checkbox"/> ASSOCIATE DEG.	<input checked="" type="checkbox"/> BACHELOR'S DEG.	<input type="checkbox"/> MASTER'S DEG.
		<input type="checkbox"/> DOCTORATE	<input type="checkbox"/> JURIS DOCTORATE
HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD? <input type="checkbox"/> Yes <input type="checkbox"/> No			
6. Number of times reported sick in past 12 months:	Number of work days on sick report in past 12 months:	Number of times Line of Duty in past 12 months:	Total work days lost: Reg. sick days
0	0	0	0
		Line of Duty	0
			Total No. 0

7. Rater's Name	Rank/Title	Command	Date Assigned to Command
Douglas G. Rolston	Inspector	TBBXQ	03/13/08
SIGNATURE [Signature]		Last 4 Digits of Soc. Sec. No. [REDACTED]	Tax Number [REDACTED]
8. Reviewer's Name	Rank/Title	Command	Date Assigned to Command
SIGNATURE		Last 4 Digits of Soc. Sec. No.	Tax Number

9. Reviewer: Comments and Recommendations

RATEE'S RANK/NAME D.I. Steven Mauriello TAX NO. 9517 ASSIGN./COMMAND X.O. / TBBX

RATER'S RANK/NAME Insp. Douglas G. Rolston TAX NO. 9517 ASSIGN./COMMAND C.O. / TBBX

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRAs), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.) 07 (Day) 01 (Year) 2012 To (Mo.) 06 (Day) 30 (Year) 2012

DATE OF DISCUSSION: 9/25/13 Rater's Initials DM Ratee's Initials DM

KEY RESULT AREAS		PERFORMANCE EXPECTATIONS
Listed in order of importance		Indicate Level of Performance Expected to Fulfill KRA
1. Monitor Overtime		Identify high overtime earners and consult with commanding officers to make sure overtime is given out fairly and equally
2. School Crime		Monitor all districts school crime. Conduct bi-weekly meetings with districts X.O. and School Sergeants to go over deployment and strategies
3. Chronic Sick		Monitor all districts chronic sick. Confer with commanding officers who MOS are nearing chronic sick in an effort to reduce MOS chronic sick
4. Arrest Processing		Make sure arrest processing and the desk officers are reviewing real time crime snapshots. DATs are given to the qualified defendants and declined prosecutions are investigated.
5. Civilian Complaints		Create and monitor programs to reduce civilian complaints.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):

List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):




PERFORMANCE ASSESSMENT

To be Completed and Discussed with the Ratee at the End of the Evaluation Period)

In the captions provided below, the rater will assign a rating for each Key Result by checking the appropriate box under the column **Individual Assessment of Each KRA**. Before doing this, however, the rater and the ratee must together complete the **Performance Achievements** column. From this discussion the rater will provide, in the **Performance Achievements** column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original **Performance Expectations** listed three criteria for performance in a **KRA**, the **Performance Achievements** must address the ACTUAL RESULTS in each of the three criteria. The ratings for performance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements**. Remember, these individual ratings will help to form the basis for the **Overall Evaluation** which will be assigned to the ratee.

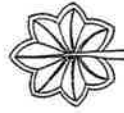
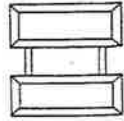
PERFORMANCE ACHIEVEMENTS	INDIVIDUAL ASSESSMENT OF EACH KRA				
	WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
Indicate Actual Achievements Fulfilling KRA					
Monitor Overtime	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: D.I. Mauriello has conferred with all districts' C.O. and has reviewed overtime reports to make sure overtime submitted is reasonable for type of assignment.				
School Crime	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: D.I. Mauriello has bi-weekly meetings with districts' X.O. and School Sergeants to go over deployment, crime trends, and strategies.				
Chronic Sick	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: D.I. Mauriello follows up with districts' Commanding Officers to make sure they are talking to MOS who are close to becoming chronic sick.				
Arrest Processing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: D.I. Mauriello has meetings with Commanding Officers, admin. Lt., and ICOs about declined prosecutions, arrest processing time and RTC snapshots.				
Civilian Complaints	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comments: D.I. Mauriello makes sure all Commanding Officers have maintained a civilian complaint reduction program by counseling MOS who receive complaints.				

RECOMMENDATIONS (if relevant):

VERIFICATION (To be Completed at the End of the Evaluation Period)	
"I have shown this Performance Evaluation to the ratee and have fully discussed its contents."	 Date 8/8/13
"I have read this Performance Evaluation and I have received a copy of it."	 Date 8/8/13
"I wish to appeal this Evaluation." (A.G. 314-11)	 Date SM00326 Page 3



PERFORMANCE EVALUATION
CAPTAIN THROUGH DEPUTY CHIEF
PD 439-1517 (Rev. 01-06)
THIS FORM MUST BE TYPED



1. SURNAME Mauriello		FIRST Steven	M.I. M.	RANK Deputy Inspector	COMMAND/ASSIGNMENT XO / IBXQ
LAST 4 DIGITS OF SOC. SEC. NO.		EMPLOYEE TAX NUMBER		DATE ASSIGNED TO COMMAND 7/3/10	
PRESENT ASSIGNMENT (Brief Description of Duties)					

Deputy Inspector Mauriello is the Executive Officer of Transit Borough Bronx/Queens. He coordinates and oversees numerous programs and operations.

2. REASON FOR SUBMITTING:
(X) ANNUAL () INTERIM () PROBATION () TRANSFER () OTHER SPECIFY
Date Prepared: 9/19/2012 Covers Rating Period From 7/1/2011 to: 6/30/2012

3. OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.

WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR. 2 MO. 2

4. RATER'S COMMENTS : Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance expectations and performance factors listed in this report.

Deputy Inspector Mauriello is an experienced executive who performs his duties in a professional manner. He coordinates deployment and develops operations and strategies to reduce crime. He shares his experiences and mentors District and T.F. Commanding Officers. Deputy Inspector Mauriello is an asset to TBXQ and can always be counted on to perform his duties as the Borough Executive Officer in an extremely competent manner.

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO issues were discussed.

Rater's Initials: *[Signature]*

5. EDUCATION: Check Highest level Achieved		<input type="checkbox"/> HIGH SCHOOL	<input type="checkbox"/> SOME COLLEGE (No. of Credits)
<input type="checkbox"/> ASSOCIATE DEG.	<input checked="" type="checkbox"/> BACHELOR'S DEG.	<input type="checkbox"/> MASTER'S DEG.	<input type="checkbox"/> DOCTORATE
HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD?		<input type="checkbox"/> Yes	<input type="checkbox"/> No
6. Number of times reported sick in past 12 months: 0	Number of work days on sick report in past 12 months: 0	Number of times Line of Duty in past 12 months: 0	Total work days lost: Reg. sick days 0 Line of Duty 0 Total No. 0
7. Rater's Name Douglas G. Rolston		Rank/Title Inspector	Command TBXQ
SIGNATURE <i>[Signature]</i>		Last 4 Digits of Soc. Sec. No. [Redacted]	
8. Reviewer's Name		Rank/Title Command	Date Assigned to Command 3/13/08
SIGNATURE		Tax Number [Redacted]	
		Last 4 Digits of Soc. Sec. No.	Date Assigned to Command
		Tax Number	
9. Reviewer: Comments and Recommendations			

RATEE'S RANK/NAME D.I. Steven Mauriello TAX NO. [REDACTED] ASSIGN./COMMAND XO / TBBXQ

RATER'S RANK/NAME Inspector Douglas Rolston TAX NO. [REDACTED] ASSIGN./COMMAND CO / TBBXQ

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.) 07 (Day) 01 (Year) 2012 To (Mo.) 06 (Day) 30 (Year) 2013
DATE OF DISCUSSION: 09/20/2012 Ratee's Initials DM Rater's Initials [Signature]

KEY RESULT AREAS		PERFORMANCE EXPECTATIONS
Listed in order of importance		Indicate Level of Performance Expected to Fulfill KRA
1. Monitor Overtime		Identify high overtime earners and consult with commanding officers to make sure O.T. is given out fairly and equally
2. School Crime		Monitor all districts school crime. Conduct bi-weekly meetings with XO and school Sgt to go over deployment and strategies
3. Chronic Sick		Monitor all districts chronic sick. Confer with commanding officers who MOS are nearing chronic sick in an effort to reduce MOS chronic sick
4. Arrest Processing		Make sure arrest processing and the desk officers are reviewing real time crime snapshots. DATs are given to right defendants and declined prosecutions are investigated.
5. Civilian Complaints		Create and monitor programs to reduce civilian complaints

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):

List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

PERFORMANCE ASSESSMENT

To be Completed and Discussed with the Ratee at
the End of the Evaluation Period)

In the captions provided below, the rater will assign a rating for each Key Result by checking the appropriate box under the column **Individual Assessment of Each KRA**. Before doing this, however, the rater and the ratee must together complete the **Performance Achievements** column. From this discussion the rater will provide, in the **Performance Achievements** column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original **Performance Expectations** listed three criteria for performance in a **KRA**, the **Performance Achievements** must address the ACTUAL RESULTS in each of the three criteria. The ratings for performance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements**. Remember, these individual ratings will help to form the basis for the **Overall Evaluation** which will be assigned to the ratee.

PERFORMANCE ACHIEVEMENTS	INDIVIDUAL ASSESSMENT OF EACH KRA				
	WELL STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
Indicate Actual Achievements Fulfilling KRA Monitor Overtime	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: DI Mauriello has conferred with all districts' CO and has reviewed O.T. reports to make sure O.T. submitted is reasonable for type of assignment.					
School Crime	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: DI Mauriello has bi-weekly meetings with XO and school Sgt of districts to go over crime trends and strategies.					
Chronic Sick	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: DI Mauriello follows up with district commanding officers to make sure they are talking to MOS who are close to becoming chronic sick					
Arrest Processing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: DI Mauriello has meetings with commanding officers, admin. Lt, and ICOs about declined prosecutions, arrest processing time and RTC snapshots					
Civilian Complaints	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: He make sure all commanding officers have maintained a civilian complaint reduction program by counseling MOS who receive complaints.					

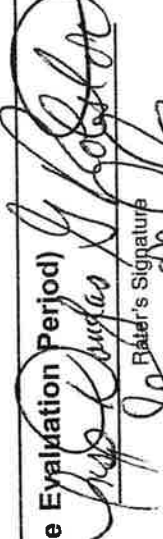
RECOMMENDATIONS (if relevant):

VERIFICATION (To be Completed at the End of the Evaluation Period)

"I have shown this Performance Evaluation to the ratee and have fully discussed its contents."

"I have read this Performance Evaluation and I have received a copy of it."

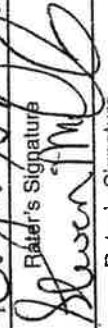
"I wish to appeal this Evaluation." (A.G. 314-11)



Rater's Signature

9/20/12

Date



Ratee's Signature

9/20/12

Date

00000329

Page 3

THIS EVALUATION FORM CANNOT BE COMPLETED WITHOUT REFERRING TO THE ACCOMPANYING GUIDEBOOK

DIRECTIONS

(Page 1)

- Box 1

- All captions must be typewritten.
Caption "Present Assignment": indicate general nature of ratee's duties.
- Box 2

- a) check reason for submitting evaluation; b) indicate date evaluation was prepared and dates of rating period.
- Box 3

- Check appropriate box. The Overall Evaluation should be based on the general tendency indicated by ratings for individual Key Result Areas as well as the priority or importance of each key responsibility. As a general guideline, if one or two key responsibilities far outweigh the others in importance, the supervisor should center the overall rating around these responsibilities, deviating only if the ratings for the less important responsibilities are significantly higher or lower. Any deviation from the tendency indicated by the individual Key Result Areas ratings must be explained. In arriving at an overall rating the supervisor should also consider performances not covered by the manager's Key Result Area statements. These would also include special projects which came up during the rating period, unanticipated difficulties, or unusual consequences. REFER TO DEFINITIONS OF STANDARDS IN GUIDE.
- Box 4

- Rater to comment on the ratee's overall performance and indicate the basis for the Overall Evaluation. In addition, when evaluating a precinct commander, document this individual's overall community relations performance.
- Box

5, 6, 7 & 8 - Appropriate boxes must be checked and captions must be typewritten.
- Box 9

- The reviewer's responsibility is to determine that the evaluation is manifestly fair and accurate. It is the reviewer's option to offer comments and recommendations pertinent to the performance of the ratee.

(Page 2)

AT THE BEGINNING OF THE RATING PERIOD THE RATER AND THE RATEE TOGETHER WILL COMPLETE THE CAPTIONS UNDER THE HEADING "KEY RESULT AREAS" AND "PERFORMANCE EXPECTATIONS." A PHOTOCOPY OF PAGE 2 WILL BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION, ROOM 1000, AT THE BEGINNING OF THE RATING PERIOD.

KEY RESULT AREAS must be discussed with and understood by the ratee. They represent the most important responsibilities of the ratee and are the fundamental reasons why the ratee's position exists.

PERFORMANCE EXPECTATIONS, as well, must be discussed and understood by the ratee. They are those measurements of output and or/outcome (achievements, quality of work, results, etc.) which the rater will examine to determine if the ratee met the Key Result Areas.

BOTTOM OF PAGE 2 AND ALL OF PAGE 3: TO COMPLETED AT THE END OF THE RATING PERIOD.

Under the caption **"THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD"**, the rater may choose to address the particular KRA(s) with specific comments.

Under the caption **"PERFORMANCE ACHIEVEMENTS"** will be listed the actual achievements accomplished by the end of the rating period. These are to be contrasted against the original **PERFORMANCE EXPECTATIONS** established at the beginning of the rating period. Hence, post-performance **RESULTS** are viewed in light of the pre-performance expectation.

Under the caption **"INDIVIDUAL ASSESSMENT OF EACH KRA"**, the rater will assign a rating for each Key Result Area by checking the appropriate box and make written comments which justify and explain the basis for the selected rating.

Under the caption **"RECOMMENDATIONS"**, the rater **may** make recommendations and/or discuss plans for future assignments and goals of the ratee.

VERIFICATION - At the **END** of the evaluation period the rater will sign the space provided to indicate that the performance evaluation has been shown to, and discussed with, the ratee. The ratee will sign and date the space provided to indicate that he/she has read the **completed** evaluation and has been provided with a copy.

If the ratee wishes to appeal the evaluation he/she will sign and date the appropriate caption.

DISTRIBUTION

- *

ORIGINAL

—

EMPLOYEE MANAGEMENT
- *

PHOTOCOPY

—

RATEE
- *

PHOTOCOPY

—

COMMAND FILE

REMINDER: A PHOTOCOPY OF PAGE 2 MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD.

RATEE'S
RANK/NAME

Steven M. Mauriello

TAX NO.

ASSIGN./COMMAND

CO/081 PCT

RATER'S
RANK/NAME

Steven A. DeFranco

TAX NO.

ASSIGN./COMMAND

PBBN

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE
EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.) 07 (Day) 01 (Year) 2009 To (Mo.) 06 (Day) 30 (Year) 2010

Rater's Initials

DATE OF DISCUSSION: 07/17/2009

Ratee's Initials

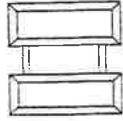
KEY RESULT AREAS	PERFORMANCE EXPECTATIONS
Listed in order of importance	Indicate Level of Performance Expected to Fulfill KRA
1. CRIME REDUCTION	Monitor complaints reports, identify patterns and trends, and coordinate efforts with crime analysis and precinct personnel to reduce crime.
2. CHRONIC SICK	Monitor MOS chronic sick, confer with MOS who are nearing chronic sick designation in and effort to reduce MOS from becoming chronic.
3. INCREASE COMMAND PRODUCTIVITY	Achieve arrest activity and gather information using targeted enforcement at violence prone locations. Develop information sources within the community to identify targeted offenders.
4. MONITOR OVERTIME	Identify high overtime earners. Review O/T reports and ensure that the overtime submitted is reasonable for the type of assignment noted (ie; arrest, admin)
5. CIVILIAN COMPLAINTS	Create and monitor programs to reduce civilian complaints. Address community leaders and encourage community participation.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):

List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected, and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):



PERFORMANCE EVALUATION
CAPTAIN THROUGH DEPUTY CHIEF
PD 439-1517 (Rev. 01-06)



THIS FORM MUST BE TYPED

1. SURNAME	FIRST	M.I.	RANK	COMMAND/ASSIGNMENT
Mauriello	Steven	J.	Deputy Inspector	081 CO
LAST 4 DIGITS OF SOC. SEC. NO.		EMPLOYEE TAX NUMBER		DATE ASSIGNED TO COMMAND
[REDACTED]		[REDACTED]		10/30/2006
PRESENT ASSIGNMENT (Brief Description of Duties)				
Deputy Inspector Steven Mauriello is the Commanding Officer of the 081 Precinct. In that capacity he oversees and coordinates the daily operations of the 081 Precinct assuring performance of functions designated for the				

2. REASON FOR SUBMITTING:

(X) ANNUAL () INTERIM () PROBATION () TRANSFER () OTHER SPECIFY

Date Prepared: 07/17/2009 Covers Rating Period From 07/01/2008 to: 06/30/2009

3. OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.

WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR. 1 MO. 6

4. RATER'S COMMENTS : Rater to discuss the basis for the **OVERALL EVALUATION** which should be based on the attainment of performance expectations and performance factors listed in this report.

Deputy Inspector Mauriello is a hard working and dedicated member of the New York City Police Department and is dedicated to its values and overall mission. Through his leadership and the 081 Precinct was award a Unit Citation for the calendar year 2008.

In 2008 the 081 Precinct had an almost 9% reduction in index crimes and a 20% percent reduction in homicides. Arrests were up for the year and there was an increase of the issuances of Quality of Life summonses by over 19 %. The overall cleanliness and performance of the precinct has improved also during the rating period.

Deputy Inspector Mauriello has built strong and close relationship with civic and community leaders and the community is presently pleased with his performance as Commanding Officer.

I highly recommend Deputy Inspector Mauriello to continue in his current assignment as Commanding Officer of the 081 Precinct.

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO issues were discussed.

Rater's Initials: _____

5. EDUCATION: Check Highest level Achieved	<input type="checkbox"/> HIGH SCHOOL	<input type="checkbox"/> SOME COLLEGE (No. of Credits)
<input type="checkbox"/> ASSOCIATE DEG.	<input checked="" type="checkbox"/> BACHELOR'S DEG.	<input type="checkbox"/> MASTER'S DEG.
<input type="checkbox"/> DOCTORATE	<input type="checkbox"/> DOCTORATE	<input type="checkbox"/> JURIS DOCTORATE
HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
6. Number of times reported sick in past 12 months:	Number of work days on sick report in past 12 months:	Number of times Line of Duty in past 12 months:
0	0	0
Total work days lost: Reg. sick days	Line of Duty	Total No.
0	0	0
7. Rater's Name	Rank/Title	Command
Steven A. DeFranco	Inspector	PBBN
SIGNATURE		Last 4 Digits of Soc. Sec. No.
		[REDACTED]
8. Reviewer's Name	Rank/Title	Command
		Last 4 Digits of Soc. Sec. No.
		Tax Number
SIGNATURE		

9. Reviewer: Comments and Recommendations

RATEE'S RANK/NAME Steven M. Mauriello TAX NO. [REDACTED] ASSIGN./COMMAND

RATER'S RANK/NAME Steven A. DeFranco TAX NO. [REDACTED] ASSIGN./COMMAND PBBN

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)
The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.) 07 (Day) 01 (Year) 2008 To (Mo.) 06 (Day) 30 (Year) 2009
DATE OF DISCUSSION: 07/17/2009 Rater's Initials dm

KEY RESULT AREAS	PERFORMANCE EXPECTATIONS
Listed in order of importance	Indicate Level of Performance Expected to Fulfill KRA
1. CRIME REDUCTION	Monitor complaints reports, identify patterns and trends, and coordinate efforts with crime analysis and precinct personnel to reduce crime.
2. CHRONIC SICK	Monitor MOS chronic sick, confer with MOS who are nearing chronic sick designation in and effort to reduce MOS from becoming chronic.
3. INCREASE COMMAND PRODUCTIVITY	Achieve arrest activity and gather information using targeted enforcement at violence prone locations. Develop information sources within the community to identify targeted offenders.
4. MONITOR OVERTIME	Identify high overtime earners. Review O/T reports and ensure that the overtime submitted is reasonable for the type of assignment noted (ie; arrest, admin)
5. CIVILIAN COMPLAINTS	Create and monitor programs to reduce civilian complaints. Address community leaders and encourage community participation.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):
List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

PERFORMANCE ASSESSMENT
To be Completed and Discussed with the Ratee at
the End of the Evaluation Period)

In the captions provided below, the rater will assign a rating for each Key Result by checking the appropriate box under the column **Individual Assessment of Each KRA**. Before doing this, however, the rater and the ratee must together complete the **Performance Achievements** column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original **Performance Expectations** listed three criteria for performance in a **KRA**, the **Performance Achievements** must address the ACTUAL RESULTS in each of the three criteria. The ratings for performance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements**. Remember, these individual ratings will help to form the basis for the **Overall Evaluation** which will be assigned to the ratee.

PERFORMANCE ACHIEVEMENTS	INDIVIDUAL ASSESSMENT OF EACH KRA				
	WELL STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
Indicate Actual Achievements Fulfilling KRA					
CRIME REDUCTION	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> Analyzed crime trends and developed plans during the period to address periodic spikes in robbery and shootings which has lead to an almost 9% reduction in index crimes.				
CHRONIC SICK	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> Averaged 2.0% (4 members) of this command were designated chronic sick. Deputy Inspector Mauriello has conferred with MOS who are nearing chronic designation in an effort to reduce members becoming chronic.				
INCREASE COMMAND PRODUCTIVITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> Gratified Deputy Inspector Mauriello leadership the 081 precinct has achieved a sizeable increase in Precinct arrests (including Robbery and Burglary arrests) and has vastly increased number Quality of life(Criminal Court summonses) issued.				
MONITOR OVERTIME	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> Deputy Inspector Mauriello has identified high overtime earners, reviewed overtime reports and ensured that overtime submitted is reasonable for the type of assignment indicated.				
CIVILLIAN COMPLAINTS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> Deputy Inspector Mauriello has maintained a Civilian Complaint reduction program by counseling MOS receiving complaints and maintaining a relationship with community leaders to ensure professionalism by Officer at all times. Civilian complaints have decrease by 7, (21 in 2008) vs. (14 in 2009) during the rating period.				

RECOMMENDATIONS (if relevant):

VERIFICATION (To be Completed at the End of the Evaluation Period)

"I have shown this Performance Evaluation to the ratee and have fully discussed its contents."

"I have read this Performance Evaluation and I have received a copy of it."

"I wish to appeal this Evaluation." (A.G. 314-11)

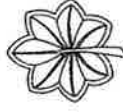
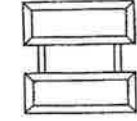
Rater's Signature
Steven Mauriello
Date
7/17/09

Ratee's Signature

Ratee's Signature
SMA00334
Page 3



PERFORMANCE EVALUATION
CAPTAIN THROUGH DEPUTY CHIEF
PD 439-1517 (Rev. 01-06)



THIS FORM MUST BE TYPED

1. SURNAME		FIRST	M.I.	RANK	COMMAND/ASSIGNMENT
Mauriello		Steven	M.	Captain	081 Pct Commanding Officer
LAST 4 DIGITS OF SOC. SEC. NO.		EMPLOYEE TAX NUMBER		DATE ASSIGNED TO COMMAND	
[REDACTED]		[REDACTED]		10/30/2006	
PRESENT ASSIGNMENT (Brief Description of Duties)					

Command the 081 Pct. Ensure the proper performance and functionality of all members the command.

2. REASON FOR SUBMITTING:

(☒) ANNUAL () INTERIM () PROBATION () TRANSFER () OTHER SPECIFY _____
Date Prepared: 09/04/2008 Covers Rating Period From July 1, 2007 to: June 30, 2008

3. OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.

WELL ABOVE STANDARDS	<input checked="" type="checkbox"/> ABOVE STANDARDS	<input checked="" type="checkbox"/> MEETS STANDARDS	<input checked="" type="checkbox"/> BELOW STANDARDS	<input checked="" type="checkbox"/> WELL BELOW STANDARDS
LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR. _____ MO. 5				

4. RATER'S COMMENTS : Rater to discuss the basis for the **OVERALL EVALUATION** which should be based on the attainment of performance expectations and performance factors listed in this report.

During this rating period Captain Mauriello served as both the Executive and Commanding Officer of the 081 Precinct. He has demonstrated high competence in both his assignments during the rating period. As the Executive Officer he was responsible for handling the traffic program in the 081 Precinct. Through his efforts the 081 precinct has had 10.4 % reduction in accidents and in addition the summons productivity in hazardous summonses has vastly improved over the same period the previous year. He also supervised the Special Operations Units and through his leadership gun arrests and overall productivity also greatly improved.

It the capacity as Commanding Officer of the 081 Precinct the 081 from December 2007 until the end of the rating period, the 081 Precinct has seen an almost 13 % reduction in index crimes and an 18% percent reduction in homicides. The overall cleanliness and performance in the precinct as improved during the rating period.

Captain Mauriello has built strong and close relationship with civic and community leaders and the community is presently pleased with his performance as Commanding Officer.

Captain Mauriello is a hard working and dedicated member of the New York City Police Department and is dedicated to its values and overall mission. I highly recommend Captain Mauriello to continue in his current assignment as Commanding Officer of the 081 Precinct.

Rater's Initials: _____

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO issues were discussed.

5. EDUCATION: Check Highest level Achieved		<input type="checkbox"/> HIGH SCHOOL	<input type="checkbox"/> SOME COLLEGE (No. of Credits) _____
<input type="checkbox"/> ASSOCIATE DEG.		<input checked="" type="checkbox"/> BACHELOR'S DEG.	<input type="checkbox"/> MASTER'S DEG.
<input type="checkbox"/> DOCTORATE		<input type="checkbox"/> JURIS DOCTORATE	
HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
6. Number of times reported sick in past 12 months: 0	Number of work days on sick report in past 12 months: 0	Number of times Line of Duty in past 12 months: 0	Total work days lost: Reg. sick days 0 Line of Duty 0
Total No. 0		Total No. 0	
7. Rater's Name Steven A. DeFranco		Rank/Title Inspector	Command PBBN
SIGNATURE		Date Assigned to Command 02/15/2008	
8. Reviewer's Name Steven J. Silks		Rank/Title Deputy Chief	Command PBBN
SIGNATURE		Date Assigned to Command 09/04/2007	
		Tax Number [REDACTED]	
		Tax Number [REDACTED]	
9. Reviewer: Comments and Recommendations			

RATEE'S
RANK/NAME

Steven M. Mauriello

TAX NO.

ASSIGN./COMMAND

CO/081 Pct.

RATER'S
RANK/NAME

Steven A. DeFranco

TAX NO.

ASSIGN./COMMAND

PBBN

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.) 07 (Day) 01 (Year) 2007 To (Mo.) 06 (Day) 30 (Year) 2008

DATE OF DISCUSSION: 09/12/2008

Rater's Initials

dm

Ratee's Initials

KEY RESULT AREAS	PERFORMANCE EXPECTATIONS
Listed in order of importance	Indicate Level of Performance Expected to Fulfill KRA
1. CRIME REDUCTION	Monitor complaint reports, identify patterns and trends, coordinate efforts with crime analysis and precinct personnel to reduce crime
2. CHRONIC SICK	Monitor MOS chronic sick, confer with MOS who are nearing chronic sick designation in and effort to reduce MOS from becoming chronic
3. INCREASE COMMAND PRODUCTIVITY	Achieve arrest activity and gather information using targeted enforcement at violence prone locations. Develop information sources within the community to identify targeted offenders.
4. MONITOR OVERTIME	Identify high overtime earners. Review O/T reports and ensure that the overtime submitted is reasonable for the type of assignment noted(ie; arrest, admin)
5. CIVILLIAN COMPLAINTS	Create and monitor programs to reduce civilian complaints. Address community leaders and encourage community participation.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary): List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

RATEE'S
RANK/NAME Captain Steven Mauriello TAX NO. [REDACTED] ASSIGN./COMMAND 081

RATER'S
RANK/NAME Deputy Inspector Robert Brower TAX NO. [REDACTED] ASSIGN./COMMAND 081

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE
EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's). In order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.) July (Day) 01 (Year) 2007 To (Mo.) June (Day) 30 (Year) 2008

DATE OF DISCUSSION: July 31, 2007 Ratee's Initials Sm Rater's Initials RB

KEY RESULT AREAS		PERFORMANCE EXPECTATIONS
Listed in order of importance	Indicate Level of Performance Expected to Fulfill KRA	
1. CRIME REDUCTION		Monitor complaint reports, identify patterns and trends, coordinate efforts with crime analysis and precinct personnel to reduce crime.
2. CHRONIC SICK		Monitor MOS chronic sick, confer with MOS who are nearing chronic sick designation in effort to reduce MOS from becoming chronic
3. IMPROVE TRAFFIC CONDITIONS		Confer with D.O.T. Borough Commissioner and Precinct Traffic Team to identify concerns and take necessary steps to reduce accidents and improve traffic flow.
4. MONITOR OVERTIME		Identify high overtime earners. Review O/T reports and ensure that the overtime submitted is reasonable for the type of assignment noted (ie; arrest, admin)
5. ADMINISTRATIVE FUNCTIONS		Monitor the self-inspections system. Identify administrative fallacies and ensure compliance with procedures set by Quality Assurance.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):
List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

PERFORMANCE ASSESSMENT

To be Completed and Discussed with the Ratee at the End of the Evaluation Period)

In the captions provided below, the rater will assign a rating for each Key Result by checking the appropriate box under the column **Individual Assessment of Each KRA**. Before doing this, however, the rater and the ratee must together complete the **Performance Achievements** column. From this discussion the rater will provide, in the **Performance Achievements** column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original **Performance Expectations** listed three criteria for performance in a **KRA**, the **Performance Achievements** must address the ACTUAL RESULTS in each of the three criteria. The ratings for performance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements**. Remember, these individual ratings will help to form the basis for the **Overall Evaluation** which will be assigned to the ratee.

PERFORMANCE ACHIEVEMENTS	INDIVIDUAL ASSESSMENT OF EACH KRA				
	WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
Indicate Actual Achievements Fulfilling KRA					
CRIME REDUCTION	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> Analyzed crime trends and developed plans during the period to address periodic spikes in robbery and shootings which has lead to an almost 13% reduction in index crimes.				
CHRONIC SICK	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> 1.39% (2 members) of this command are designated chronic sick. Captain Mauriello has conferred with MOS who are nearing chronic designation in an effort to reduce members becoming chronic.				
INCREASE COMMAND PRODUCTIVITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> Under Captain Mauriello leadership the 081 precinct has achieved a sizeable increase in Precinct arrests (including Robbery and Burglary arrests) and has vastly increased number Quality of life(Criminal Court summonses) issued.				
MONITOR OVERTIME	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> Captain Mauriello has identified high overtime earners, reviewed overtime reports and ensured that overtime submitted is reasonable for the type of assignment indicated.				
CIVILLIAN COMPLAINTS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Comments:</i> Captain Mauriello has maintained a Civilian Complaint reduction program by counseling MOS receiving complaints and maintaining a relationship with community leaders to ensure professionalism by Officer at all times. However civilian complaints have increase by 5, (22 in 2008) vs. (17 in 2007) during the rating period.				
RECOMMENDATIONS (if relevant):					

VERIFICATION (To be Completed at the End of the Evaluation Period)

"I have shown this Performance Evaluation to the ratee and have fully discussed its contents."

"I have read this Performance Evaluation and I have received a copy of it."

"I wish to appeal this Evaluation." (A.G. 314-11)

Rater's Signature
Capt Steven Maubles
Date
9/12/08

Ratee's Signature

Date

Ratee's Signature

SME0338
Page 3

THIS EVALUATION FORM CANNOT BE COMPLETED WITHOUT REFERRING TO THE ACCOMPANYING GUIDEBOOK

DIRECTIONS

(Page 1)

Box 1 - All captions must be **typewritten**.

Caption "Present Assignment": Indicate general nature of ratee's duties.

Box 2 - a) check reason for submitting evaluation; b) indicate date evaluation was prepared and dates of rating period.

Box 3 - Check appropriate box. The Overall Evaluation should be based on the general tendency indicated by ratings for individual Key Result Areas as well as the priority or importance of each key responsibility. As a general guideline, if one or two key responsibilities far outweigh the others in importance, the supervisor should center the overall rating around these responsibilities, deviating only if the ratings for the less important responsibilities are significantly higher or lower. Any deviation from the tendency indicated by the individual Key Result Areas ratings must be explained. In arriving at an overall rating the supervisor should also consider performances not covered by the manager's Key Result Area statements. These would also include special projects which came up during the rating period, unanticipated difficulties, or unusual consequences. **REFER TO DEFINITIONS OF STANDARDS IN GUIDE.**

Box 4 - Rater to comment on the ratee's overall performance and indicate the basis for the Overall Evaluation. In addition, when evaluating a precinct commander, document this individual's overall community relations performance.

Box 5, 6, 7 & 8 - Appropriate boxes must be checked and captions must be typewritten.

Box 9 - The reviewer's responsibility is to determine that the evaluation is manifestly fair and accurate. It is the reviewer's option to offer comments and recommendations pertinent to the performance of the ratee.

(Page 2)

AT THE BEGINNING OF THE RATING PERIOD THE RATER AND THE RATEE TOGETHER WILL COMPLETE THE CAPTIONS UNDER THE HEADING "KEY RESULT AREAS" AND "PERFORMANCE EXPECTATIONS." A PHOTOCOPY OF PAGE 2 WILL BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION, ROOM 1000, AT THE BEGINNING OF THE RATING PERIOD.

KEY RESULT AREAS must be discussed with and understood by the ratee. They represent the most important responsibilities of the ratee and are the fundamental reasons why the ratee's position exists.

PERFORMANCE EXPECTATIONS, as well, must be discussed and understood by the ratee. They are those measurements of output and or/outcome (achievements, quality of work, results, etc.) which the rater will examine to determine if the ratee met the Key Result Areas.

BOTTOM OF PAGE 2 AND ALL OF PAGE 3: TO COMPLETED AT THE END OF THE RATING PERIOD.

Under the caption "**THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD**", the rater may choose to address the particular KRA(s) with specific comments.

Under the caption "**PERFORMANCE ACHIEVEMENTS**" will be listed the actual achievements accomplished by the end of the rating period. These are to be contrasted against the original **PERFORMANCE EXPECTATIONS** established at the beginning of the rating period. Hence, post-performance **RESULTS** are viewed in light of the pre-performance expectation.

Under the caption "**INDIVIDUAL ASSESSMENT OF EACH KRA**", the rater will assign a rating for each Key Result Area by checking the appropriate box and make written comments which justify and explain the basis for the selected rating.

Under the caption "**RECOMMENDATIONS**", the rater **may** make recommendations and/or discuss plans for future assignments and goals of the ratee.

VERIFICATION - At the **END** of the evaluation period the rater will sign the space provided to indicate that the performance evaluation has been shown to, and discussed with, the ratee. The ratee will sign and date the space provided to indicate that he/she has read the **completed** evaluation and has been provided with a copy.

If the ratee wishes to appeal the evaluation he/she will sign and date the appropriate caption.

DISTRIBUTION

* ORIGINAL — EMPLOYEE MANAGEMENT

* PHOTOCOPY — RATEE

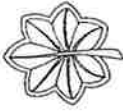
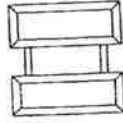
* PHOTOCOPY — COMMAND FILE

REMINDER: A PHOTOCOPY OF PAGE 2 MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION
AT THE BEGINNING OF THE RATING PERIOD.

SM00339



PERFORMANCE EVALUATION
CAPTAIN THROUGH DEPUTY CHIEF
PD 439-1517 (Rev. 11-98)-Pent



THIS FORM MUST BE TYPED

1. SURNAME	FIRST	M.I.	RANK	COMMAND/ASSIGNMENT
Mauriello	Steven	J	Captain	081 Precinct/X.O.
SOCIAL SECURITY NUMBER	EMPLOYEE TAX NUMBER	DATE ASSIGNED TO COMMAND		
[REDACTED]	[REDACTED]	09/22/2006		

PRESENT ASSIGNMENT (Brief Description of Duties)

Executive Officer-Monitor crime reduction strategies, traffic stat program, assistance to Commanding Officer regarding the overall Command Operations.

2. REASON FOR SUBMITTING:
(X) ANNUAL () INTERIM () PROBATION () TRANSFER () OTHER SPECIFY

Date Prepared: July 29, 2007 Covers Rating Period From July 01, 2006 to July 30, 2007

3. OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.

WELL ABOVE STANDARDS [5]	ABOVE STANDARDS	MEETS STANDARDS [3]	BELOW STANDARDS [2]	WELL BELOW STANDARDS [1]
LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR. X MO. Ten (10)				

4. RATER'S COMMENTS : Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance expectations and performance factors listed in this report.

During this rating period Captain Mauriello was assigned as the Executive Officer of the 81st Precinct. He has demonstrated his abilities in his assigned areas. As the traffic Stat coordinator, the traffic program has excelled by posting a 10.4% reduction in accidents. In addition, the summons productivity has vastly improved in hazardous summonses, bus stops, and double parking summonses. He also supervised the Special Operations Unit in the command. The Anti-Crime Unit has sparked a major increase in gun arrests for the command, surpassing the overall 2005 number in 2006 by 1.4% (139 vs. 137). In 2007 gun arrests are up 45% (87 vs. 60). Overall, productivity has increased in PSB Arrests, seven major arrests and DWI arrests. He has maintained a strong relationship in the community which has led to a 26% decrease in Civilian Complaints. Captain Mauriello is a hard working and dedicated member of this command who is dedicated to the values and the mission of this command and the NYC Police Department. I highly recommend Captain Mauriello for a position as a Commanding Officer.

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO issues were discussed.

Rater's Initials: RS

5. EDUCATION: Check Highest level Achieved	<input type="checkbox"/> HIGH SCHOOL	<input type="checkbox"/> SOME COLLEGE	(No. of Credits)
<input type="checkbox"/> ASSOCIATE DEG. <input checked="" type="checkbox"/> BACHELOR'S DEG.	<input type="checkbox"/> MASTER'S DEG.	<input type="checkbox"/> DOCTORATE	<input type="checkbox"/> JURIS DOCTORATE
HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD? <input type="checkbox"/> Yes <input type="checkbox"/> No			
6. Number of times reported sick in past 12 months:	Number of work days on sick report in past 12 months:	Number of times Line of Duty in past 12 months:	Total work days lost: Reg. sick days Line of Duty
# 0	# 0	# 0	0 0 0
7. Rater's Name		Rank/Title	Command
Robert J. Brower		Deputy Inspector	081
SIGNATURE <u>Robert J. Brower</u>		Social Security Number	Tax Number
		[REDACTED]	[REDACTED]
8. Reviewer's Name		Rank/Title	Command
Thomas J. Moran		Inspector	PBBN
SIGNATURE <u>Thomas J. Moran</u>		Social Security Number	Tax Number
		[REDACTED]	[REDACTED]
9. Reviewer: Comments and Recommendations			

SM00340

RATEE'S
RANK/NAME Captain Steven J. Mauriello TAX NO. [REDACTED] ASSIGN./COMMAND 081

RATER'S
RANK/NAME Deputy Inspector Robert J. Brower TAX NO. [REDACTED] ASSIGN./COMMAND 081

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE
EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS and PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.) July (Day) 01 (Year) 2006 To (Mo.) July (Day) 30 (Year) 2007
DATE of DISCUSSION: Jm Ratee's Initials Rater's Initials

KEY RESULT AREAS		PERFORMANCE EXPECTATIONS
Listed in order of importance		Indicate Level of Performance Expected to Fulfill KRA
1. CRIME REDUCTION		Monitor Complaint Reports to identify trends, coordinate efforts with Crime Analysis and Precinct personnel to reduce crime in targeted areas.
2. INCREASE COMMAND PRODUCTIVITY		Achieve arrest activity and gather information using targeted enforcement at violence prone locations. Develop information sources within the community to identify targeted offenders.
3. CHRONIC SICK		Monitor MOS on sick, confer with any MOS who are nearing chronic designation in an effort to reduce MOS on chronic sick.
4. OVERTIME		Identify high overtime earners. Review O/T reports to ensure that the O/T submitted is reasonable for the type of assignment.
5. CIVILIAN COMPLAINTS		Create and monitor programs to reduce civilian complaints. Address community leaders and encourage community participation.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):
List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

CAPT STEVEN MAURIELLO

RATEE'S RANK/NAME _____ TAX NO. _____ ASSIGN./COMMAND _____ ADJ/PBBN _____

RATER'S RANK/NAME _____ INSPECTOR MORAN _____ TAX NO. _____ ASSIGN./COMMAND _____

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

6 30 2007

RATING PERIOD: FROM (Mo.) 8/17/06 (Day) _____ (Year) _____ To (Mo.) _____ (Day) _____ (Year) _____
Rater's Initials SM Ratee's Initials RM

DATE OF DISCUSSION: _____

KEY RESULT AREAS		PERFORMANCE EXPECTATIONS
Listed in order of importance		Indicate Level of Performance Expected to Fulfill KRA
1. CRIME REDUCTION		MONITOR COMPLAINT REPORTS TO IDENTIFY TRENDS, COORDINATED EFFORTS WITH CRIME ANALYSIS AND PRECINCT PERSONNEL TO REDUCE CRIME IN TARGETED AREAS
2. INCREASE COMMAND PRODUCTIVITY		ACHIEVE ARREST ACTIVITY AND GATHER INFORMATION USING TARGETED ENFORCEMENT AT VIOLENCE PRONE LOCATIONS. DEVELOP INFORMATION SOURCES WITHIN THE COMMUNITY TO IDENTIFY TARGETED OFFENDERS
3. CHRONIC SICK		MONITOR MOS ON SICK, CONFER WITH ANY MOS WHO ARE NEARING CHRONIC SICK DESIGNATION IN AN EFFORT TO REDUCE MOS ON CHRONIC SICK.
4. OVERTIME		IDENTIFY HIGH OVERTIME EARNERS. REVIEW OT REPORTS OF HIGH OT EARNERS TO ENSURE OT SUBMITTED IS REASONABLE FOR TYPE OF ASSIGNMENT.
5. CIVILIAN COMPLAINTS		CREATE AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. ADDRESS COMMUNITY LEADERS AND ENCOURAGE COMMUNITY PARTICIPATION.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):

List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

PERFORMANCE ASSESSMENT

(To be Completed and Discussed with the Ratee at the End of the Evaluation Period)

In the captions provided below, the rater will assign a rating for each Key Result Area by checking the appropriate box under the column **Individual Assessment of Each KRA**. Before doing this, however, the rater and the ratee must together complete the **Performance Achievements** column. From this discussion the rater will provide, in the **Performance Achievements** column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original **Performance Expectations** listed three criteria for performance in a KRA, the **Performance Achievements** must address the ACTUAL RESULTS in each of the three criteria. The ratings for performance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements**. Remember, these individual ratings will help to form the basis for the **Overall Evaluation** which will be assigned to the ratee.

PERFORMANCE ACHIEVEMENTS	INDIVIDUAL ASSESSMENT OF EACH KRA				
	WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
Indicate Actual Achievements Fulfilling KRA					
CRIME REDUCTION	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Analyzed crime trends and developed plans during the period to address periodic spikes in robbery and shooting incidents.					
INCREASE COMMAND PRODUCTIVITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Sizable increases in hazardous summonses, seat belt summonses and double parking summonses as well and increase in Criminal Court summonses. PSB, DWI, 7 Majors and Gun arrests have increased.					
CHRONIC SICK	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: 3.4% (6 members) of this command are designated chronic sick. Captain Mauriello has conferred with MOS who are nearing chronic designation in effort to reduce members becoming chronic.					
OVERTIME	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Captain Mauriello has identified high overtime earners, reviewed overtime reports and ensured that overtime submitted is reasonable for the type of assignment indicated.					
CIVILIAN COMPLAINTS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Captain Mauriello has maintained a Civilian Complaint reduction program by counseling MOS receiving complaints and maintaining a relationship with community leaders to ensure professionalism by Officers at all times. A 26% reduction					

RECOMMENDATIONS (if relevant): is noted during this rating period.

VERIFICATION (To be Completed at the End of the Evaluation Period)

"I have shown this Performance Evaluation to the ratee and have fully discussed its contents."

"I have read this Performance Evaluation and I have received a copy of it."

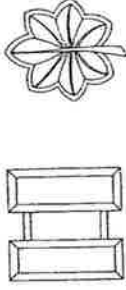
D I. Mauriello 7/31/07
Ratee's Signature Date
Capt Steven Mauriello 7/31/07
Ratee's Signature Date

"I wish to appeal this Evaluation." (A.G. 303-20)

Ratee's Signature Date SM00343



PERFORMANCE EVALUATION
CAPTAIN THROUGH DEPUTY CHIEF
PD 439-1517 (Rev. 11-98)-Pent
THIS FORM MUST BE TYPED



1. SURNAME FIRST M.I. RANK COMMAND/ASSIGNMENT
MAURIELLO STEVEN J. CAPTAIN BNBC/ CO
SOCIAL SECURITY NUMBER EMPLOYEE TAX NUMBER DATE ASSIGNED TO COMMAND
[REDACTED] [REDACTED] 12/2004

Commanding Officer: responsible for the overall performance, efficiency, and discipline of personnel under his command while maintaining personal contact and addressing the needs of the community.

2. REASON FOR SUBMITTING:
(X) ANNUAL () INTERIM () PROBATION () TRANSFER () OTHER SPECIFY
Date Prepared: 8/17/06 Covers Rating Period From 7/1/05 to: 6/30/06

3. OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.

WELL ABOVE STANDARDS [5] ABOVE STANDARDS [X] MEETS STANDARDS [3] BELOW STANDARDS [2] WELL BELOW STANDARDS [1]
LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR. 1 MO. _____

4. RATER'S COMMENTS : Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance expectations and performance factors listed in this report.

During the 2005/ 2006 rating period, as the Commanding Officer of the Patrol Borough North Anti-Crime Unit, Captain Mauriello has demonstrated his abilities. His unit has improved with an increase of 15% in arrests and 16% in firearm recoveries. His leadership has enhanced the relationship of the police with the community reducing civilian complaints by 77%. He is a hard working and dedicated professional who maintains a high degree of integrity.

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO issues were discussed.

Rater's Initials: Th

5. EDUCATION: Check Highest level Achieved ☐ HIGH SCHOOL ☐ SOME COLLEGE (No. of Credits) _____
☐ ASSOCIATE DEG. ☒ BACHELOR'S DEG. ☐ MASTER'S DEG. ☐ DOCTORATE ☐ JURIS DOCTORATE
HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD? ☐ Yes ☐ No
6. Number of times reported sick in past 12 months: # 0 Number of work days on sick report in past 12 months: # 0
Total work days lost: Reg. sick days 0 Line of Duty 0 Total # 0

7. Rater's Name Rank/Title Command Date Assigned to Command
Thomas J. Moran Inspector PBBN 10/2002
SIGNATURE
8. Reviewer's Name Rank/Title Command Date Assigned to Command
Michael A. Marino Dep. Chief PBBN 09/30/2005
SIGNATURE

9. Reviewer: Comments and Recommendations

RATEE'S RANK/NAME CAPT STEVEN MAURIELLO TAX NO. [REDACTED] ASSIGN./COMMAND CO/BNACU

RATER'S RANK/NAME INSPECTOR MORAN TAX NO. [REDACTED] ASSIGN./COMMAND ADJ/PBBN

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.) 7 (Day) 01 (Year) 2005 To (Mo.) 30 (Day) 2006 (Year) Rater's Initials [Signature] Ratee's Initials [Signature]

DATE OF DISCUSSION: 8/17/06

KEY RESULT AREAS	PERFORMANCE EXPECTATIONS
Listed in order of importance	Indicate Level of Performance Expected to Fulfill KRA
1. CRIME REDUCTION	MONITOR COMPLAINT REPORTS TO IDENTIFY TRENDS, COORDINATE EFFORTS WITH CRIME ANALYSIS AND PRECINCT PERSONNEL TO REDUCE CRIME IN TARGETED AREAS
2. INCREASE COMMAND PRODUCTIVITY	ACHIEVE ARREST ACTIVITY AND GATHER INFORMATION USING TARGETED ENFORCEMENT AT VIOLENCE PRONE LOCATIONS. DEVELOP INFORMATION SOURCES WITHIN THE COMMUNITY TO IDENTIFY TARGETED OFFENDERS
3. CHRONIC SICK	MONITOR MOS ON SICK, CONFER WITH ANY MOS WHO ARE NEARING CHRONIC SICK DESIGNATION IN AN EFFORT TO REDUCE MOS ON CHRONIC SICK.
4. OVERTIME	IDENTIFY HIGH OVERTIME EARNERS. REVIEW OT REPORTS OF HIGH OT EARNERS TO ENSURE OT SUBMITTED IS REASONABLE FOR TYPE OF ASSIGNMENT.
5. CIVILIAN COMPLAINTS	CREATE AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. ADDRESS COMMUNITY LEADERS AND ENCOURAGE COMMUNITY PARTICIPATION.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary): List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

To be Completed and Discussed with the Ratee at the End of the Evaluation Period)

Case 1:10-cv-06005-RWS Document 388-1 Filed 02/12/15 Page 24 of 29

RECOMMENDATIONS (If relevant):

VERIFICATION (To be Completed at the End of the Evaluation Period)

"I have shown this Performance Evaluation to the ratee and have fully discussed its contents."

"I have read this Performance Evaluation and I have received a copy of it."

"I wish to appeal this Evaluation." (A.G. 303-20)

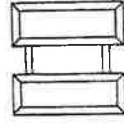
[Signature] *8/17/06*
Rater's Signature Date

[Signature] *8/17/06*
Ratee's Signature Date

SM00346



PERFORMANCE EVALUATION
CAPTAIN THROUGH DEPUTY CHIEF
PD 439-1517 (Rev. 11-98)-Pent
THIS FORM MUST BE TYPED



1. SURNAME MAURIELLO	FIRST STEVEN	M.I. M.	RANK CAPTAIN	COMMAND/ASSIGNMENT BNBC/ CO
SOCIAL SECURITY NUMBER [REDACTED]	EMPLOYEE NUMBER [REDACTED]	DATE ASSIGNED TO COMMAND 12/15/2004		

PRESENT ASSIGNMENT (Brief Description of Duties)

Commanding Officer: responsible for the overall performance, efficiency, and discipline of personnel under his command while maintaining personal contact and addressing the needs of the community.

2. REASON FOR SUBMITTING:

☒ ANNUAL () INTERIM () PROBATION () TRANSFER () OTHER
7/10/05 7/1/04
Date Prepared: _____ to: _____
Covers Rating Period From _____ to: _____

3. OVERALL EVALUATION: MUST REFER TO THE ACCOMPANYING GUIDEBOOK FOR DEFINITIONS.

WELL ABOVE STANDARDS <input checked="" type="checkbox"/>	ABOVE STANDARDS <input checked="" type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>	BELOW STANDARDS <input checked="" type="checkbox"/>	WELL BELOW STANDARDS <input checked="" type="checkbox"/>
LENGTH OF TIME RATER HAS SUPERVISED RATEE: YR. _____ MO. <u>6</u>				

4. RATER'S COMMENTS : Rater to discuss the basis for the OVERALL EVALUATION which should be based on the attainment of performance expectations and performance factors listed in this report.

During the 2004/ 2005 rating period, Captain Mauriello has demonstrated excellent abilities during his tenure as the Executive Officer of the 77th Precinct. His assistance to the Precinct Commander continued the command's crime reduction. He was able to reduce traffic accidents and improve traffic conditions in the 77th Precinct. He also assisted the commanding officer in improving the quality of life for the residents of this precinct. Captain Mauriello's abilities have resulted in his current assignment as Commanding Officer of the Patrol Borough Brooklyn North Anti-Crime Unit. It is anticipated that the success realized to date will continue under his leadership.

This Performance Evaluation takes into account the employee's compliance with the Department's EEO Guidelines and Federal Title VII statutes and whether the employee was disciplined as a result of same. The Ratee's rights and responsibilities regarding EEO issues were discussed.

Rater's Initials: PR

5. EDUCATION: Check Highest level Achieved	<input type="checkbox"/> HIGH SCHOOL	<input type="checkbox"/> SOME COLLEGE	(No. of Credits) _____
<input type="checkbox"/> ASSOCIATE DEG.	<input checked="" type="checkbox"/> BACHELOR'S DEG.	<input type="checkbox"/> MASTER'S DEG.	<input type="checkbox"/> DOCTORATE
HAS MEMBER INCREASED ACHIEVEMENT/CREDIT LEVEL DURING RATING PERIOD? <input type="checkbox"/> Yes <input type="checkbox"/> No			
6. Number of times reported sick in past 12 months: _____ #	Number of work days on sick report in past 12 months: _____ #	Number of times Line of Duty in past 12 months: _____ #	Total work days lost: _____ Reg. sick days _____ Line of Duty _____ Total # _____
7. Rater's Name Thomas J. Moran	Rank/Title Inspector	Command PBBN	Date Assigned to Command 10/2002
SIGNATURE <u>Thomas J. Moran</u>		Social Security Number [REDACTED]	
8. Reviewer's Name Joseph F.X. Cunneen	Rank/Title Asst. Chief	Command PBBN	Date Assigned to Command 1/1/00
SIGNATURE [REDACTED]		Social Security Number [REDACTED]	Tax ID Number [REDACTED]

9. Reviewer: Comments and Recommendations

RATEE'S RANK/NAME

CAPTAIN MAURIELLO

TAX NO.

CO/BNBC

RATER'S RANK/NAME

INSPECTOR MORAN

TAX NO.

ADJ/PBBN

ASSIGN./COMMAND

ASSIGN./COMMAND

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

RATING PERIOD: FROM (Mo.)

7

(Day)

01

(Year)

2004

To (Mo.)

6

(Day)

30

(Year)

2005

DATE OF DISCUSSION:

7/10/05

Ratee's Initials

Rater's Initials

KEY RESULT AREAS		PERFORMANCE EXPECTATIONS
Listed in order of importance	Indicate Level of Performance Expected to Fulfill KRA	
1. SHOOTING REDUCTION		AGGRESSIVELY TARGET SHOOTING / NARCOTICS LOCATIONS. IDENTIFY INDIVIDUALS WITH PROPENSITY TOWARDS VIOLENCE FOR TARGETED ENFORCEMENT.
2. INCREASE COMMAND PRODUCTIVITY		ACHIEVE ARREST ACTIVITY AND GATHER INFORMATION USING TARGETED ENFORCEMENT ACTIVITY AT VIOLENCE PRONE AND PERSISTENT QUALITY OF LIFE PROBLEM LOCATIONS.
3. CHRONIC SICK		MONITOR MOS ON CHRONIC SICK, CONFERRED WHO ARE NEARING CHRONIC SICK DESIGNATION IN AN EFFORT TO REDUCE MOS ON SICK.
4. MONITOR OVERTIME		IDENTIFY HIGH OVERTIME EARNERS. REVIEW OT REPORTS OF HIGH OT EARNERS TO ENSURE OT SUBMITTED IS REASONABLE FOR TYPE OF ASSIGNMENT.
5. CIVILIAN COMPLAINTS		CREATE AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. MEET WITH COMMUNITY LEADERS AND ENCOURAGE COMMUNITY PARTICIPATION.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):
List any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

DATE'S
INK/NAME

CAPTAIN MAURIELLO

TAX NO.

CO/BNBC

DATE'S
INK/NAME

INSPECTOR MORAN

TAX NO.

ADJ/PBBN

ASSIGN./COMMAND

ASSIGN./COMMAND

NOTE: A PHOTOCOPY OF THIS COMPLETED PAGE MUST BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION AT THE BEGINNING OF THE RATING PERIOD

KEY RESULT AREAS AND PERFORMANCE EXPECTATIONS

(To Be Completed and Discussed With the Ratee At the Beginning of the Evaluation Period)

The Rater and Ratee will list each of the ratee's Key Result Areas (KRA's), in order of importance, in the captions listed below. KRA's are those functions and work responsibilities which represent the fundamental reasons why the ratee's position exists. They are the most important areas in which the ratee is expected to perform. Each Key Result Area will include a description of the responsibility. Adjacent to each responsibility the rater will indicate, in the caption provided, what will be expected of the ratee in order to perform the KRA adequately. This will be a statement describing what conditions will prevail if the KRA is met. A performance expectation is that which the rater will examine to determine if the ratee met the listed Key Result Area.

Rating Period: FROM (Mo.) 7 (Day) 01 (Year) 2005 To (Mo.) 6 (Day) 30 (Year) 2006

Ratee's Initials

Rater's Initials

KEY RESULT AREAS	PERFORMANCE EXPECTATIONS
ted in order of importance	Indicate Level of Performance Expected to Fulfill KRA
CRIME REDUCTION	AGGRESSIVELY TARGET SHOOTING / ROBBERY LOCATIONS. IDENTIFY INDIVIDUALS WITH PROPENSITY TOWARDS VIOLENCE FOR TARGETED ENFORCEMENT.
INCREASE COMMAND PRODUCTIVITY	ACHIEVE ARREST ACTIVITY AND GATHER INFORMATION USING TARGETED ENFORCEMENT ACTIVITY AT VIOLENCE PRONE LOCATIONS. DEVELOP INFORMATION SOURCES WITHIN THE COMMUNITY.
CHRONIC SICK	MONITOR MOS ON CHRONIC SICK, CONFERRED WHO ARE NEARING CHRONIC SICK DESIGNATION IN AN EFFORT TO REDUCE MOS ON SICK.
MONITOR OVERTIME	IDENTIFY HIGH OVERTIME EARNERS. REVIEW OT REPORTS OF HIGH OT EARNERS TO ENSURE OT SUBMITTED IS REASONABLE FOR TYPE OF ASSIGNMENT.
CIVILIAN COMPLAINTS	CREATE AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. MEET WITH COMMUNITY LEADERS AND ENCOURAGE COMMUNITY PARTICIPATION.

THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD (attach second sheet if necessary):

At any other factors which specifically affected performance in the above KRA's. Indicate by number which KRA was affected and explain below. Also indicate reason for departure from originally established Key Result Areas. (Cite accomplishments, deficiencies or failures, conditions which influenced attainment of specific performance expectations and other performance-related factors which occurred during the rating period):

PERFORMANCE ASSESSMENT

To be Completed and Discussed with the Ratee at the End of the Evaluation Period)

In the captions provided below, the rater will assign a rating for each Key Result by checking the appropriate box under the column **Individual Assessment of Each KRA**. Before doing this, however, the rater and the ratee must together complete the **Performance Achievements** column, a detailed From this discussion the rater will provide, in the **Performance Achievements** column, a detailed account of the ACTUAL accomplishments achieved during the rating period. Hence, if the original **Performance Expectations** listed three criteria for performance in a **KRA**, the **Performance Achievements** must address the ACTUAL RESULTS in each of the three criteria. The ratings for performance in each KRA, namely the **Individual Assessment of Each KRA**, must therefore be justified in light of these actual **Performance Achievements**. Remember, these individual ratings will help to form the basis for the **Overall Evaluation** which will be assigned to the ratee.

PERFORMANCE ACHIEVEMENTS	INDIVIDUAL ASSESSMENT OF EACH KRA				
	WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
Indicate Actual Achievements Fulfilling KRA BOROUGH CRIME HAS AGGRESSIVELY TARGETED SHOOTING LOCATIONS AND IDENTIFIED INDIVIDUALS WITH PROPENSITY TOWARDS VIOLENCE FOR TARGETED ENFORCEMENT.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: PERFORMANCE EXPECTATIONS HAVE BEEN EXCEEDED					
CAPTAIN MAURIELLO HAS ACHIEVED ARREST ACTIVITY AND USED INFORMATION GATHERING TECHNIQUES TOWARDS ADDRESSING VIOLENCE AT TARGETED LOCATIONS.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: PERFORMANCE EXPECTATIONS HAVE BEEN EXCEEDED					
CAPTAIN MAURIELLO HAS MONITORED MOS ON CHRONIC SICK, CONFERRED WITH MOS WHO ARE NEARING CHRONIC SICK DESIGNATION IN AN EFFORT TO REDUCE MOS ON CHRONIC SICK. EXCEEDED	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: PERFORMANCE EXPECTATIONS HAVE BEEN EXCEEDED					
IDENTIFIED HIGH OVERTIME EARNERS. REVIEWED OT REPORTS OF HIGH OT EARNERS TO ENSURE OT SUBMITTED IS REASONABLE FOR TYPE OF ASSIGNMENT.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: PERFORMANCE EXPECTATIONS HAVE BEEN EXCEEDED					
CAPTAIN MAURIELLO HAS CREATED AND MONITOR PROGRAMS TO REDUCE CIVILIAN COMPLAINTS. MET WITH COMMUNITY LEADERS AND ENCOURAGED COMMUNITY PARTICIPATION.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: PERFORMANCE EXPECTATIONS HAVE BEEN EXCEEDED					

RECOMMENDATIONS (if relevant):

VERIFICATION (To be Completed at the End of the Evaluation Period)

"I have shown this Performance Evaluation to the ratee and have fully discussed its contents."

7/15/05
Date

"I have read this Performance Evaluation and I have received a copy of it."

7/27/05
Date

"I wish to appeal this Evaluation." (A.G. 303-20)

DATE 00350

THIS EVALUATION FORM CANNOT BE COMPLETED WITHOUT REFERRING TO THE ACCOMPANYING GUIDEBOOK

DIRECTIONS

(Page 1)

Box 1 - All captions must be **typewritten**.

Caption "Present Assignment": indicate general nature of ratee's duties.

Box 2 - a) check reason for submitting evaluation; b) indicate date evaluation was prepared and dates of rating period.

Box 3 - Check appropriate box. The Overall Evaluation should be based on the general tendency indicated by ratings for individual Key Result Areas as well as the priority or importance of each key responsibility. As a general guideline, if one or two key responsibilities far outweigh the others in importance, the supervisor should center the overall rating around these responsibilities, deviating only if the ratings for the less important responsibilities are significantly higher or lower. Any deviation from the tendency indicated by the individual Key Result Areas ratings must be explained. In arriving at an overall rating the supervisor should also consider performances not covered by the manager's Key Result Area statements. These would also include special projects which came up during the rating period, unanticipated difficulties, or unusual consequences. **REFER TO DEFINITIONS OF STANDARDS IN GUIDE.**

Box 4 - Rater to comment on the ratee's overall performance and indicate the basis for the Overall Evaluation. In addition, when evaluating a precinct commander, document this individual's overall community relations performance.

Box 5, 6, 7 & 8 - Appropriate boxes must be checked and captions must be typewritten.

Box 9 - The reviewer's responsibility is to determine that the evaluation is manifestly fair and accurate. It is the reviewer's option to offer comments and recommendations pertinent to the performance. of the ratee.

(Page 2)

AT THE BEGINNING OF THE RATING PERIOD THE RATER AND THE RATEE TOGETHER WILL COMPLETE THE CAPTIONS UNDER THE HEADING "KEY RESULT AREAS" AND "PERFORMANCE EXPECTATIONS." A PHOTOCOPY OF PAGE 2 WILL BE FORWARDED TO THE EMPLOYEE MANAGEMENT DIVISION, ROOM 1000, AT THE BEGINNING OF THE RATING PERIOD.

KEY RESULT AREAS must be discussed with and understood by the ratee. They represent the most important responsibilities of the ratee and are the fundamental reasons why the ratee's position exists.

PERFORMANCE EXPECTATIONS, as well, must be discussed and understood by the ratee. They are those measurements of output and or/outcome (achievements, quality of work, results, etc.) which the rater will examine to determine if the ratee met the Key Result Areas.

BOTTOM OF PAGE 2 AND ALL OF PAGE 3: TO COMPLETED AT THE END OF THE RATING PERIOD.

Under the caption "**THIS SECTION TO BE COMPLETED AT THE END OF THE RATING PERIOD**", the rater may choose to address the particular KRA(s) with specific comments.

Under the caption "**PERFORMANCE ACHIEVEMENTS**" will be listed the actual achievements accomplished by the end of the rating period. These are to be contrasted against the original **PERFORMANCE EXPECTATIONS** established at the beginning of the rating period. Hence, post-performance **RESULTS** are viewed in light of the pre-performance expectation.

Under the caption "**INDIVIDUAL ASSESSMENT OF EACH KRA**", the rater will assign a rating for each Key Result Area by checking the appropriate box and make written comments which justify and explain the basis for the selected rating.

Under the caption "**RECOMMENDATIONS**", the rater **may** make recommendations and/or discuss plans for future assignments and goals of the ratee.

VERIFICATION - At the **END** of the evaluation period the rater will sign the space provided to indicate that the performance evaluation has been shown to, and discussed with, the ratee. The ratee will sign and date the space provided to indicate that he/she has read the **completed** evaluation and has been provided with a copy.

If the ratee wishes to appeal the evaluation he/she will sign and date the appropriate caption.

DISTRIBUTION

* ORIGINAL — EMPLOYEE MANAGEMENT

* PHOTOCOPY — RATEE

* PHOTOCOPY — COMMAND FILE

REMINER: A PHOTOCOPY OF **PAGE 2** MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION SM00351
AT THE **BEGINNING** OF THE RATING PERIOD.